

GOVERNMENT OF TELANGANA  
ABSTRACT

Minimum Wages - The Minimum Wages Act, 1948 (Central Act XI of 1948) – Revision of minimum rates of wages in the Employment in “**BAKING PROCESS INCLUDING BISCUIT MANUFACTORY**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Preliminary Notification –Orders – Issued.

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LABOUR EMPLOYMENT TRAINING AND FACTORIES (LABOUR-I) DEPARTMENT

G.O.Rt.No. 88

Dated: 29-01-2024  
Read the following:

1. G.O.Ms.No.87, Labour, Employment, Training and Factories (Lab.II) Department, Dt.28.09.2007, Published in Gazette No.619, Dt.26.10.2007.
2. From the Director of Labour, Telangana, Hyderabad, Lr.No.DOL-H1/MW/1/2024-H SECTION, dt.29.01.2024.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette, dt.30.01.2024.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Director of Labour, Telangana, Hyderabad.

The Director of Labour, Telangana, Hyderabad.

All District Collectors, through Director of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour& Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour& Employment, Government of Tamilnadu, Chennai.

Copy to:-

The Special Secretary to C.M.

The Law (B) Department.

Sf/Sc

//FORWARDED:: BY ORDER//

SECTION OFFICER

...Contd.2.

**PRELIMINARY NOTIFICATION**

The following revision of minimum rates of wages as specified in column (3) of the Schedule annexed to this notification, payable to the each category of employees, specified in the corresponding entry in column (2) thereof and employed in the employment in “**BAKING PROCESS INCLUDING BISCUIT MANUFACTORY**” included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Central Act XI of 1948), which is proposed to make in exercise of the powers conferred by sub-section(1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that, any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Telangana Gazette, will be considered by the Government of Telangana.

3. Objections or suggestions should be addressed to the Special Chief Secretary to Government, Labour, Employment, Training & Factories Department, Government of Telangana through the Director of Labour, Telangana, Hyderabad.

...Contd.3.

**Annexure**

**(to G.O.Rt.No. 88 , LET&F (Lab.I) Dept., dated.29.01.2024)**

**S C H E D U L E**

Name of the Employment: <b>BAKING PROCESS INCLUDING BISCUIT MANUFACTORY</b>			
Sl. No.	Name of the Category	Basic Wage proposed in the draft notification at 1768 CPI points	Cost of living allowance to be paid per each point of increase (in Rs.)
1	2	3	4
<b>I</b>	<b>BAKERIES:</b>		
1	Head Baker/ Maistry	12148	6.87
2	Bathiwala/ Oven Worker/ Foreman	11845	6.70
3	Baker	11583	6.55
4	Assistant Baker	11519	6.52
5	Helper	10701	6.05
<b>II</b>	<b>BISCUIT MANUFACTORY:</b>		
1	Chemist	14770	8.35
2	Lab Assistant/ Assistant Chemist	12803	7.24
3	Supervisor/ Electrician/ Winders/ Fitter	12148	6.87
4	Machine Operator/ Oven Operator/ Foreman/ Moulding Operator/ Plumbers	11845	6.70
5	Feeders	11519	6.52
6	Helper to Operator/ Packers	11177	6.32
7	Peon/ Office Boy/ Attender/ Sweeper/ Scavenger/Helper/ Any other Mazdoor	10701	6.05
<b>III</b>	<b>GENERAL CATEGORIES</b>		
1	Manager/ Accountant/ Asst. Manager	12317	6.97
2	Clerk/ Salesman/ Stores Keeper/ Stenographer	11845	6.70
3	Typist/ Computer Operator	11519	6.52
4	Watchman/ Security Guard	10701	6.05

...Contd.4.

### **COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at **1768** points (Base Year 1982=100 series). The Director of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October of the calendar year. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above **1768** points are specified at Col.No.4 against each category in the schedule.

#### **NOTE:-**

1. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, doing the same and similar category of work in this employment.
2. Where piece rate workers employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wages fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
3. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
4. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
5. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
6. For categories in the employment of Security Services and Safaikarmacharies, the minimum wages fixed/revised in the respective employments shall be applicable.

I.RANI KUMUDINI  
SPECIAL CHIEF SECRETARY TO GOVERNMENT